

Business Service Tools: Work-based Learning Models



Promoting a flexible, innovative, and effective workforce system within the State of Michigan.

Business Service Tools: Work-based Learning Models

AGENDA

- *Erin Duckett, Talent Development Specialist*
- *Valerie Jemerson, MAT²*
- *Patty Vanaman, Skilled Trades Training Fund*
- *Jim Lautenschleger, Business Solutions Network Manager*

Workforce Development Agency

MI-AIM

- MI-AIM (Michigan Apprenticeships, Internships, Mentoring): The Path to Work-based Learning Career Opportunities in Michigan
- Provides a comprehensive outreach and communications strategy, resources and technical assistance with the 'aim' of creating more RAs, especially in non-traditional occupations, while promoting additional types of work-based learning

Partners

- Michigan Works! Agencies
- Education and Training Providers
- Government Agencies
- Employers
- Industry Associations
- Labor Organizations
- Community-based Organizations



Workgroups

- American Apprenticeship Initiative Advisory Group
 - Michigan Apprenticeship Success Network
- Promotion & Outreach
 - Skilled Trades Website and Videos
- Funding & Resources
 - Guide

Michigan Apprenticeship Success Network

GOALS:

- Registered apprenticeship programs in H-1B occupations
- Improve accessibility for underserved populations
- The establishment of an Apprenticeship Success Coordinator Network
- Connecting to and leveraging Employer Resource Networks and business and industry-led collaboratives
- Replicating on-ramping pre-apprenticeship strategies

Promotion and Outreach

Newsletters | Career Events | About Us | Contact Us

A- | A+

Sign In | Create Account

PURE MICHIGAN®
Talent Connect

Search for information


Home | Job Seeker | Employer | **Career Explorer** | Veteran

Career Exploration | Skill Assessment | Skill Development | Career Jump Start | **Skilled Trades**

Skilled Trades

Home > Career Explorer > Skilled Trades


Think you know everything about skilled trades?
Think again.



Watch Tom's Videos

K
5th

Tom Daldin talks to children about early curiosities and skilled trades



Watch Mike's Videos

6th
12th

Mike Rowe talks to young adults about skilled trades

Today's skilled trades are the hot jobs that are growing and evolving. Advanced manufacturing. IT. Construction. Healthcare. Did you know skilled trades:

- Are some of the most in-demand jobs posted online? More than 8,300 skilled trade jobs are currently available in Michigan.
- Provide opportunities that will continue to grow? More than 6,700 job openings are expected every year, through 2022.
- Don't necessarily require a four-year degree?

Skilled Trade Myths

- **There's No Demand For Skilled Trade Workers**

Kindergarten / 5th Grade

Find out how to encourage a child's interest in skilled trades.

[LEARN MORE](#)

6th / 12th Grade

Explore hot career paths and apprenticeship opportunities.

[LEARN MORE](#)

Parents & Educators

Find resources to help you guide children and youths through skilled trades explorations.

[LEARN MORE](#)

Check back often!

We continue to add information and resources on a regular basis.

+ Feedback about this page?

“Not all knowledge comes from college but skill, is a matter of degree”
- Mike Rowe



What's Next

- Implementing the Michigan Apprenticeship Success Network
- Continue Promotion and Outreach Efforts
- Return on Investment Tool

Next Meeting:

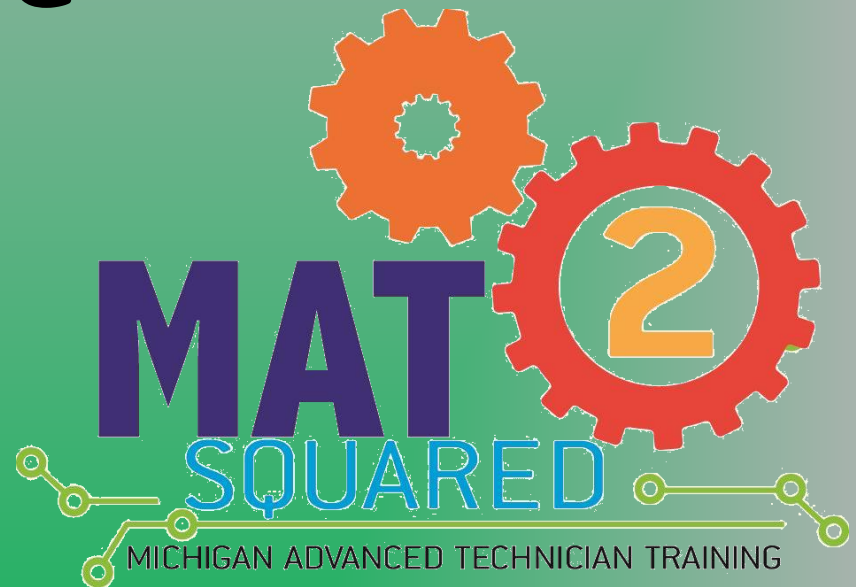
June 25

1:00 – 3:30pm


Local 324 Heavy Equipment Operator Training School

Howell, Michigan

Effectively Addressing the Need for Skilled Talent in Michigan




**An Innovative Partnership between the
State of Michigan, Workforce Development Agency,
industry, and education to address the need for skilled talent.**



***"Tomorrow's opportunities
cannot be realized with
yesterday's skills. It's time
to develop the next
generation of talent."***

GOVERNOR RICK SNYDER





"MAT² is teaching work skills and work ethics which will foster growth in the Michigan economy and will encourage more students to consider those fields of study. The students and graduates of MAT² add value to the company from day one. The Michigan educational system is definitely on track with this program."

MAT² EMPLOYER





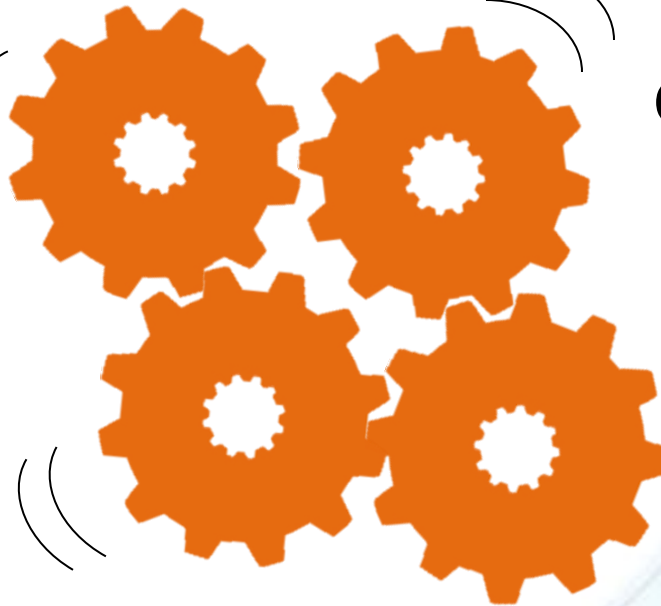
Michigan Advanced Technician Training

Industry

Government

Colleges

K-12 Schools





Program Overview

MAT² combines time spent in a classroom with real-world experiences at a company. Companies invest in training by paying tuition, a school stipend, and wages during the work period.

Companies Will:

- ✓ Receive Return on Investment
- ✓ Have interns who perform like regular employees
- ✓ Spend less on recruitment, retention, and re-training

Growth of the MAT² Program

2013

Mechatronics

Students

31

Companies

11

Colleges

2

Henry Ford College and Oakland Community College

2014

Mechatronics **Technical Product Design**
Information Technology

Students

68

Companies

29

Colleges

3

HFC, OCC, and Macomb Community College



Current MAT2 Programs

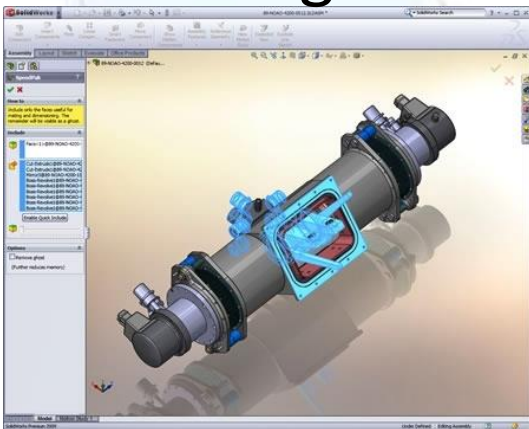
Mechatronics



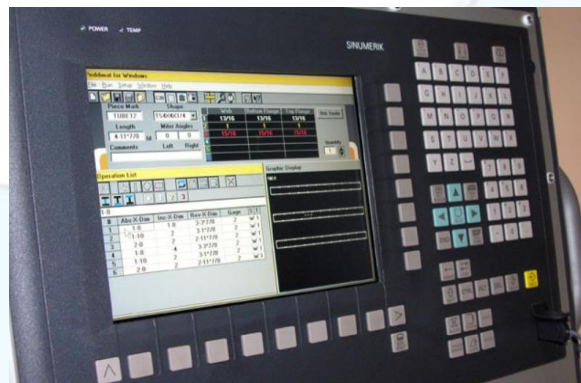
Information Technology



Technical Product Design



Computer Numerical Control (CNC)



2015 MAT² Colleges and Programs*

Mechatronics

Oakland Community
Macomb Community College
Lansing Community College
Henry Ford College
Baker College-Cadillac

Technical Product Design

Mott Community College
Macomb Community College

Information Technology

Oakland Community College
Lansing Community College

Computer Numerical Control

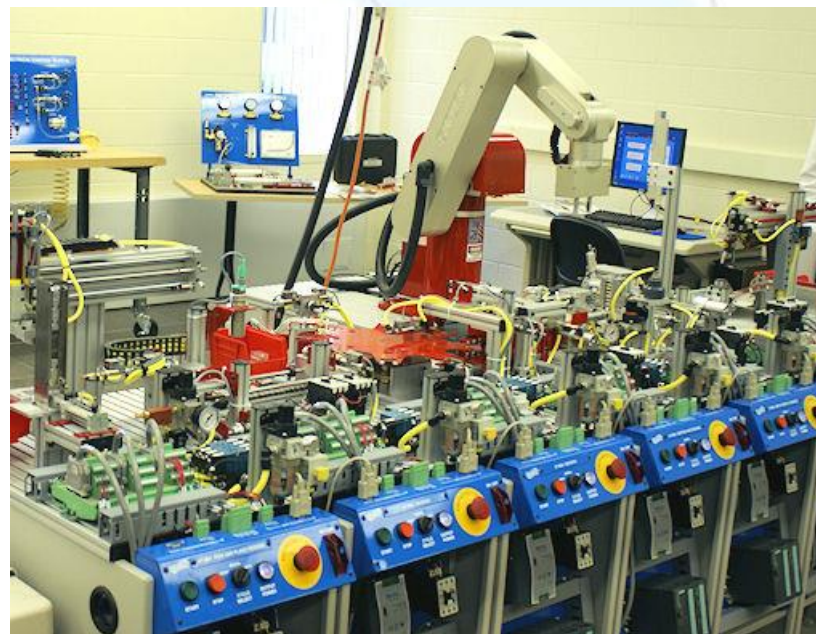
Delta College
Henry Ford College
Kalamazoo Valley Community College

*Contingent on industry demand.

Mechatronics

What will students learn during this program?

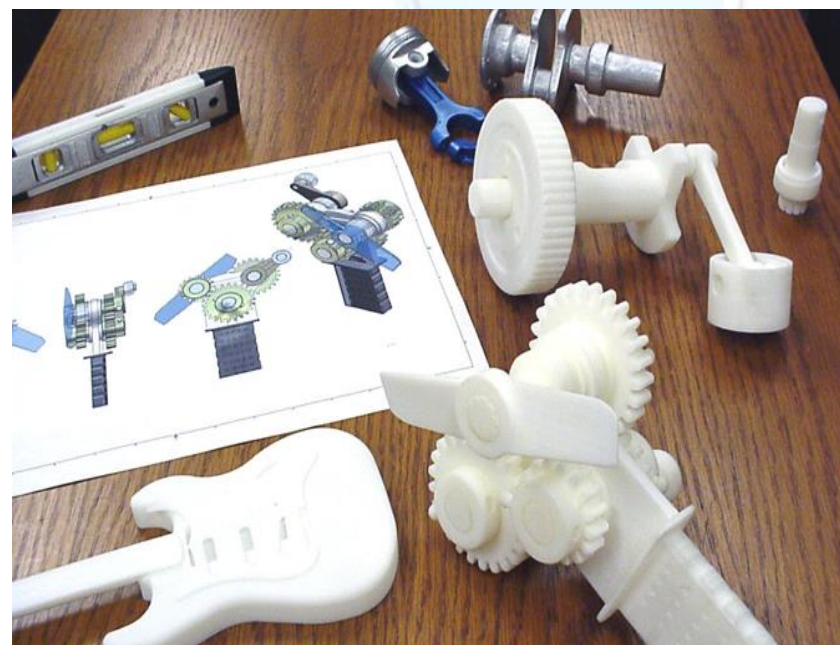
- ✓ Electrical, mechanical and electronic competences vital to supporting engineers
- ✓ Ability to identify, analyze, and solve systematic problems using a holistic approach
- ✓ How to modify machines; make minor changes, repairs and tests; and provide maintenance for related equipment.



Technical Product Design

What will students learn in this program?

- ✓ Skills used to create or modify product designs.
- ✓ How to work with engineers, model makers, sales and marketing staff, as well as other professionals, in intercultural and global teams.
- ✓ Competency in use and creation of internal/client presentations, 2D drawings, technical documentation, 3-D models, and computer simulations.



Information Technology

What will students learn in this program?

- ✓ Competency in the technical, business, and customer areas of IT
- ✓ How to navigate and adapt to the dynamic technology landscape
- ✓ How to install, troubleshoot, maintain and update technologies
- ✓ Customer communication skills
- ✓ Specialize in one of three tracks: Software, Infrastructure, IT Security



Computer Numerical Control

What will students learn in this program?

- ✓ CNC manufacturing technicians will be able to set-up, operate, and produce high quality products using CNC machines.
- ✓ CNC manufacturing technicians will be able to set-up, operate, and produce high quality products using CNC machines.
- ✓ Graduates will be competent in blueprint reading, gauging and inspection, statistical process control, and machine tooling.



MAT² School and Work Schedule

Competency Assessment conducted after each school period

| YEAR 1 |
|--------|
| School |
| School |
| Work |
| School |
| Work |
| School |

| YEAR 2 |
|--------|
| Work |
| School |
| Work |
| School |
| Work |
| School |

| YEAR 3 |
|--------|
| Work |
| School |
| Work |
| School |
| Work |
| Work |

Year 1: 4 School Periods and 2 Work Periods

Year 2: 3 School Periods and 3 Work Periods

Year 3: 2 School Periods and 4 Work Periods

Recruiting Students

Student Presentations



Recruiting Students

Parent Information Night



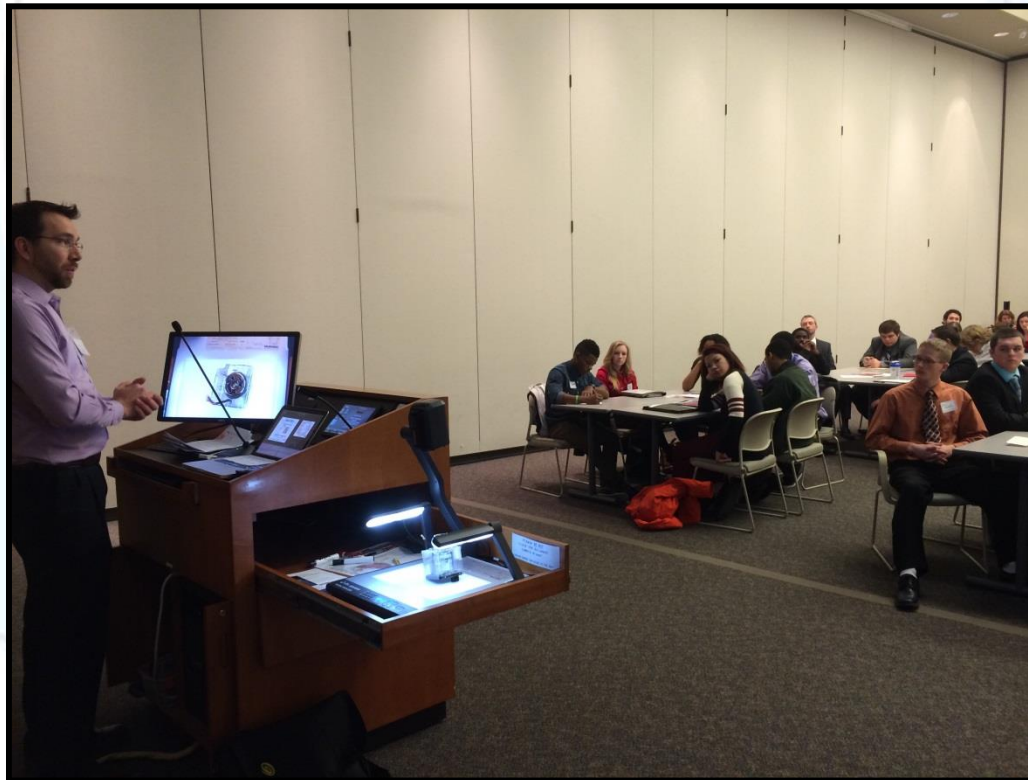
Recruiting Students

High School and College
Career Fairs



Recruiting Students

School District Presentations



Recruiting New Companies

- ✓ Michigan Works! Business Services
- ✓ MEDC Attraction and Business Development Managers
- ✓ Regional economic development agencies and regional chamber of commerce organizations
- ✓ Referrals from existing companies
- ✓ College partner referrals
- ✓ Outreach to MiTalent postings



Becoming a MAT² Employer



Value of MAT²

1. Known, reputable model of building a **competent workforce**
2. **NOT** a short term Certificate training strategy
3. Industry defined curriculum (DACUM) resulting in **Associate's Degree**. In addition, the programs are approved by **Department of Labor**.
4. Statewide standardized curriculum minimizing educational variations between colleges

Value of MAT²

5. **Competency** based learning, **NOT time based**
6. School/Work pattern builds long term behavior and memory patterns
7. Behavioral and attitudinal components addressed
8. Grow commitment on both sides
 - ✓ Long-term loyalty and identity with company
 - ✓ Less turnover
 - ✓ Building work rotations add business value sooner than internship/co-op, etc.

Value of MAT²

9. Social good and business sense
10. Continued employment upon graduation assures return on investment.
(3 yr. school + 2 yr. full-time employment)



Company Investment

School Period – Tuition*

| | |
|--------|----------|
| Year 1 | \$10,000 |
| Year 2 | \$6,000 |
| Year 3 | \$4,000 |

Work Period – Minimum Hourly Wage

| | |
|--------|---------|
| Year 1 | \$9.00 |
| Year 2 | \$10.50 |
| Year 3 | \$12.00 |

Weekly Stipend:

\$200.00

If a company hired for a similar position, they could spend as much as \$84,000 over a three-year period.

* **Tuition Rates:** Total investment of \$14,000 to \$23,000 over a three-year period. Tuition rates vary by college.

Steps for Interested Colleges

| Self Evaluation: Participation Readiness | Submit Reservation | Evaluation | Formal Commitment |
|--|--|---|--|
| <ul style="list-style-type: none"><input type="checkbox"/> Faculty expertise<input type="checkbox"/> Administrative Commitment<input type="checkbox"/> State of the Art Equipment and Facilities<input type="checkbox"/> Industry Demand | <ul style="list-style-type: none"><input type="checkbox"/> Select Profession (Program)<input type="checkbox"/> Indicate interest to WDA -MAT² Team | <ul style="list-style-type: none"><input type="checkbox"/> Contact WDA-MAT² Team to schedule an evaluation meeting | <ul style="list-style-type: none"><input type="checkbox"/> Agreement to participate and adhere to program and system standards |

Steps for Interested Companies

| Self Evaluation: Participation Readiness | Submit Reservation | Initial Meeting | Formal Commitment | Preparation and Development |
|---|--|---|--|--|
| <ul style="list-style-type: none"> <input type="checkbox"/> Review Program Requirements (<i>Program/ Curriculum Standards, Resource Commitment</i>) <input type="checkbox"/> Attend Webinar (<i>optional</i>) | <ul style="list-style-type: none"> <input type="checkbox"/> Select Profession (Program) <input type="checkbox"/> Select Cohort, Community College and # of students <input type="checkbox"/> Indicate interest to MAT² Administration <p>▪ Submit reservation form to MAT2@Michigan.org</p> | <ul style="list-style-type: none"> <input type="checkbox"/> Schedule a meeting at company.. <input type="checkbox"/> Finalize remaining details | <ul style="list-style-type: none"> <input type="checkbox"/> Agreement to participate and adhere to program and system standards | <ul style="list-style-type: none"> <input type="checkbox"/> Review resumes and schedule interviews with qualified students. |

Candidate Selection Process

| Self Evaluation: Participation Readiness | Candidate Selection | Preparation and Development |
|---|---|---|
| <ul style="list-style-type: none"><input type="checkbox"/> Request Access to MAT2 applicants through online portal<input type="checkbox"/> Review candidate information<input type="checkbox"/> Select candidates for company interviews<input type="checkbox"/> Attend Company Fair (if needed) | <ul style="list-style-type: none"><input type="checkbox"/> Select MAT² candidate (s) for employment<input type="checkbox"/> Development MAT2 employment contract<input type="checkbox"/> Sign contract with MAT² student* | <ul style="list-style-type: none"><input type="checkbox"/> Development of In-house training program<input type="checkbox"/> Identify work assignments for student/trainees |

* As part of the employment agreement, the trainee will be required to reimburse company for all funds paid toward tuition if he/she is dismissed due to poor work or academic performance or if the trainee voluntarily leaves the program.

MAT² Information

Website: www.mitalent.org/mat2

Email: MAT2@Michigan.org

Valerie Jemerson
Specialist, Workforce Development Agency

jemersonv@michigan.org

517-488-5101 cell

517-373-1201 office

Webinars

Students/Parents

June 25, 6:30 pm-7:30 pm

Employers

June 19, 9:00 am-10:00 am

Register: <http://puremi.ch/MAT2Webinar>



Skilled Trades Training Fund



Promoting a flexible, innovative, and effective workforce system within the State of Michigan.

Skilled Trades Training Fund Facts

- **Began October 1, 2013**
 - Fiscal year 2014
- To be used for **short-term training** needs for employers
- Filling the **gap of federal funds**
- **Partner Inclusive**

Allowable Training

- **Training programs funded by the STTF must:**
 - Fill a documented talent need experienced by an eligible business
 - Must lead to full-time permanent employment or continued full-time permanent employment
- **Types of training include:**
 - Classroom
 - On-site training with wage reimbursement, for individuals to be hired
 - USDOL registered apprenticeships
 - New apprentices only

Employer Expectations

- Actively involved in **planning and designing** the training
- **Pay wages** to trainees that are equal to or greater than the current regional occupational wage for the applicable job title
- Enter into a **training agreement** with the sponsoring MWA
- Share **outcomes and impact** stories
- Use www.mitalent.org and the sponsoring MWA to recruit workers to fill current and future openings

Training Duration and Targets

With the exception of Apprenticeships, training should not exceed **three months**

- Training targets:
 - **\$3,000 Apprenticeships**
 - **\$1,500 all other**
 - On-site wage reimbursement is paid out on a retention basis

Process

- Businesses are **referred** to a Business Solutions Professional (BSP)
- BSP conducts **fact-finding** to determine:
 - If other funds are available to use first
 - If funding streams can be blended to achieve the outcomes for customer(s)
 - If the training request meets the employer's needs
- If STTF is appropriate:
 - An STTF application is completed

STTF Stats

| | FY14* | FY15* |
|---------------------------------------|-------|-------|
| Number of awards | 184 | 237 |
| Number of companies benefitting | 210 | 257 |
| Average cost of training (per person) | \$760 | \$985 |



*Data as of May 27, 2015

Goals

| Goal | FY14 | FY15 |
|---|---------|---------|
| Jobs created | 1,500 | 1,500 |
| Jobs retained | 2,500 | 3,500 |
| Training completion rate | 75% | 75% |
| Employment rate at six months post training | 70% | 70% |
| Average hourly wage at six months post training | \$13.95 | \$13.95 |



Current Outcomes

| Goal | FY14* | FY15* |
|---|---------|-------|
| Jobs created | 1,760 | 2,502 |
| Jobs retained | 9,328 | 6,071 |
| Training completion rate | 98% | 99% |
| Employment rate at six months post training | 92% | ** |
| Average hourly wage at six months post training | \$35.91 | ** |

*Data as of May 27, 2015

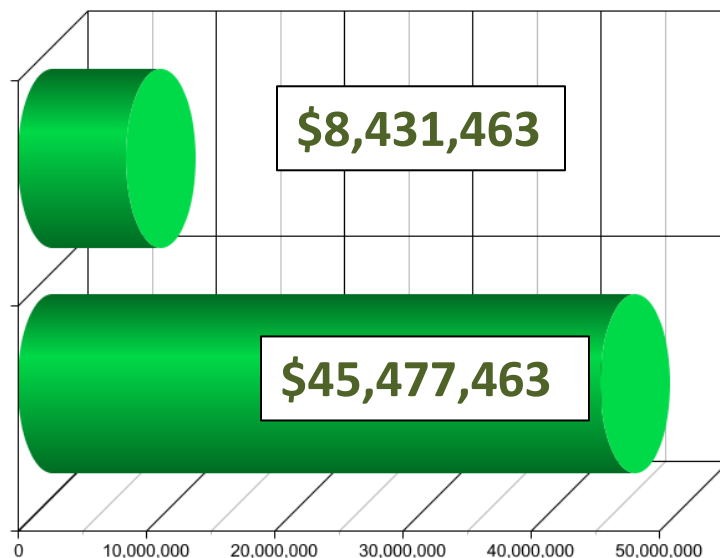
**Pending outcomes



Leveraged Funds

Skilled Trades
Training Funds

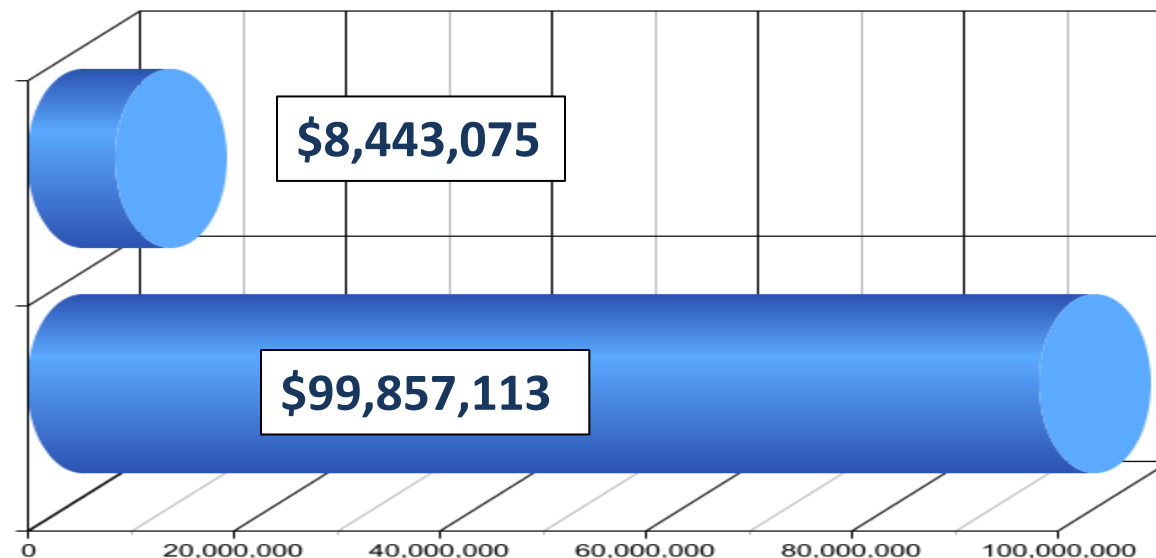
Partner
Leveraged Funds



**Fiscal
Year
2014**

Skilled Trades
Training Funds

Partner
Leveraged Funds

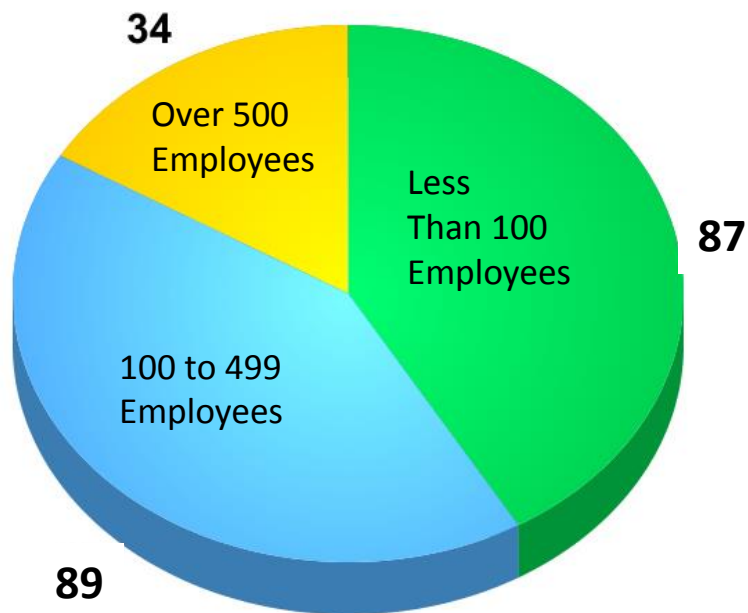


**Fiscal
Year
2015**

Size of Companies Receiving Awards

STTF Fiscal Year 2014

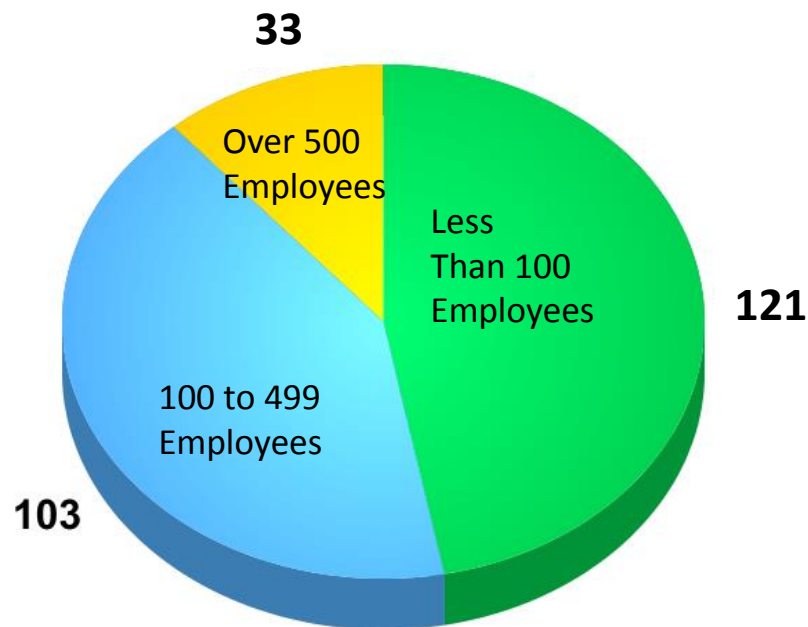
Average Award = \$45,823



210 Companies

STTF Fiscal Year 2015

Average Award = \$35,625



257 Companies

Skilled Trades Training Fund

| Prosperity Region | Number of Awards | Total of Awards | Number of Awards | Total of Awards |
|-------------------|------------------|-----------------|------------------|-----------------|
| Region 1 | 7 | \$315,046.20 | 10 | \$310,816.74 |
| Region 2 | 6 | \$258,632.85 | 15 | \$544,355.70 |
| Region 3 | 6 | \$83,448.54 | 6 | \$ 129,087.00 |
| Region 4 | 75 | \$2,942,912.25 | 97 | \$2,918,253.02 |
| Region 5 | 5 | \$555,879.45 | 10 | \$539,854.87 |
| Region 6 | 14 | \$311,481.35 | 8 | \$ 355,174.03 |
| Region 7 | 22 | \$949,863.24 | 21 | \$879,525.79 |
| Region 8 | 11 | \$492,735.94 | 19 | \$626,286.60 |
| Region 9 | 16 | \$723,881.27 | 24 | \$ 859,245.27 |
| Region 10 | 22 | \$1,797,581.68 | 27 | \$1,280,475.78 |
| Total | 184 | \$ 8,431,462.77 | 237 | \$ 8,443,074.79 |

*Data as of May 27, 2015

Some awards have multiple companies participating

STTF Information

www.michigan.gov/wda

Skilled@michigan.gov



The screenshot shows the Michigan Workforce Development Agency (WDA) website. The header features the WDA logo, the text "Michigan Workforce Development Agency Department of Talent and Economic Development", a search bar, and social media icons. A left sidebar lists navigation links: About Us, Programs and Services, Education and Training, Industry and Business, Veterans' Employment Services, Policy and Program Guidance, Workforce Professionals, Governor's Talent Investment Board (GTIB), and Data and Public Notices. The main content area includes a "Welcome" message, a "PURE MICHIGAN Talent Connect" banner with the tagline "Your launch pad for new jobs, careers, and talent", and a "What's New" section announcing the launch of the Michigan Department of Talent and Economic Development (TED) on March 16, 2015. A "Prosperity Regions Talent Map" is also visible on the right side.

Michigan Workforce Development Agency
Department of Talent and Economic Development

Search

About Us
Programs and Services
Education and Training
Industry and Business
Veterans' Employment Services
Policy and Program Guidance
Workforce Professionals
Governor's Talent Investment Board (GTIB)
Data and Public Notices

Welcome

The Workforce Development Agency's vision is to promote a flexible, innovative, and effective workforce system within the State of Michigan. To accomplish this, the WDA supports a demand driven workforce system, assists the structurally unemployed with financial independence, advocates for the integration of workforce development into the K-12 school system, and supports the alignment of workforce development with economic development efforts.

PURE MICHIGAN
Talent Connect

Your launch pad for new jobs, careers, and talent

What's New
TED Michigan Department of Talent and Economic Development (TED) launched March 16, 2015, joining job creation and economic development efforts under one umbrella.

Prosperity Regions Talent Map
Work and Live in Michigan



WIA / WIOA Federal Register Overview Sections 680.600- 680.900

- On-the-Job Training
- Class Room Training
- Incumbent Worker Training
- Priority and Special Populations

On The Job Training

- May be used for Registered Apprenticeships
- Can be combined with ITA for Apprenticeships
- To Promote Work-Based Training
- Can be increased up to 75% with approval

Customized Training

- For which the employer pays for a **significant cost of the training**, as determined by the Local Board in accordance with the factors identified in WIOA sec. 3(14)
- Can be braided with O.J.T
- Can serve groups of employers

Incumbent Worker

- Designed to meet the special requirements of an employer (including a group of employers) to retain a skilled workforce **or** avert the need to lay off employees by assisting the workers in obtaining the skills necessary to retain employment
- Local areas may reserve up to 20 percent of their combined total of adult and dislocated worker allotments for incumbent worker training
- Employer must cost share with system

Priority and Special Populations

When Funds Are Limited has been removed Does not necessarily mean that these services may only be provided to recipients of public assistance, other low-income individuals, and individuals without basic work skills.

- Recently Discharged Veterans
- Displaced Homemakers
- Spouse of Deployed Active Duty Person
- Others as Defined by Local Board

WIOA Fast Track

- Under WIA, participants often were required to undergo a sequence of core and intensive services in order to receive training. WIOA clarifies that there is no sequence of service requirement in order to receive training.
- Training is made available to individuals after an interview, assessment or evaluation determines that the individual requires training to obtain employment or remain employed.

Training Services

Training services may include:

- Occupational skills training,
- On the Job Training
- Registered apprenticeship
 - Which incorporates both OJT and classroom training
- Incumbent worker training
- Pre-apprenticeship training
- Workplace training with related instruction
- Training programs operated by the private sector
- Skill upgrading and retraining
- Entrepreneurial training, and transitional jobs.

OJT, Incumbent Worker, or STTF?

- OJT is primarily designed to provide a participant with the knowledge and skills necessary for full performance of the job
- Incumbent Worker training is designed to ensure that employees of a company are able to gain skills necessary to retain employment and advance within the company or to avert layoff
- STTF fills in the gap between ineligibility eligibility and serves both employed and unemployed persons

Your Questions



Challenge Questions

Challenges and successes you have encountered engaging employers in work based learning opportunities?



Challenge Questions

What possibilities do you envision using the resources presented today?



Another

Do you actively engage companies in strategic long term talent planning? Share your experience.



One more...

Do you have industry or manufacturers in your area that would benefit from a dual education format?

Please see Valerie!

| | |
|---|---|
| Erin Duckett duckette@michigan.gov (517) 335-4414 | Valerie Jemerson jemersonv@michigan.org (517) 373-1201 |
| Jim Lautenschleger lautenschlegerj@michigan.gov (269) 501-1486 | Patty Vanaman vanamanp@michigan.gov (269) 441-1500 |